

# BCEA BENEFIT SUMMARY SHEET

For Full-Time Employees Hired On or After January 1, 2006

## FRINGE BENEFITS AND WELLNESS

- **CAFETERIA PLAN**  
\$300.00/month towards Medical Plan  
plus additional medical premium if eligible
- **DENTAL INSURANCE**  
Employer paid family coverage
- **EMPLOYEE ASSISTANCE PROGRAM (EAP)**  
Available to employees and dependents
- **VISION PLAN**  
Employer paid for employee only  
Dependents may be added at additional cost
- **WELLNESS/PROFESSIONAL DEVELOPMENT**  
\$225.00/year (after 10 years of service)
- **LIFE INSURANCE**  
\$30,000 policy paid by employer
- **ACCIDENTAL DEATH & DISMEMBERMENT INSURANCE**  
Covered accident/injury/loss up to \$32,000  
Work-related accident up to an additional \$50,000
- **SHORT/LONG TERM DISABILITY (STD/LTD)**  
70% after 14 day waiting period up to \$1,500/week  
60% after 180 day waiting period up to \$8,000/month
- **MEDICARE COVERAGE**  
Provided for employees hired after April 1, 1986

## RETIREMENT BENEFITS

- **RETIREMENT - PERS**  
**2.5% @ 55 OR 2.0% @ 62 up to 2.5% @ 67**  
(depending on PERS membership date and City hire date)  
PERS will determine Classic or New membership status; if there is a portion of Employee Contribution paid by the City, it will be reported as Special Compensation for retirement purposes only
- **\$457 DEFERRED COMPENSATION PLAN**  
City matches \$457 deferred compensation employee contribution up to \$40.00/month
- **RETIREE MEDICAL TRUST**  
\$50.00/pay period employee contribution  
\$50.00/pay period City contribution

## VACATION AND HOLIDAYS

- **VACATION**  
Less than 5 years of service.....2 weeks/year  
5-14 years of service.....3 weeks/year  
15+ years of service.....4 weeks/year
- **HOLIDAYS**  
10.5 fixed\*  
16 hours floating\*

## SICK LEAVE AND OTHER LEAVES OF ABSENCE

- **SICK LEAVE** 8 hours/month
- **BEREAVEMENT LEAVE** 3 days/eligible death
- **JURY DUTY** Unlimited
- **MILITARY LEAVE**  
30 paid calendar days/year per Military & Veterans Code; plus up to one year difference between City/military pay
- **PERSONAL LEAVE** 8 hours/year\*
- **MATERNITY LEAVE**  
16 weeks unpaid leave  
(must supplement with paid leave if available)
- **FAMILY MEDICAL LEAVE & CALIFORNIA FAMILY RIGHTS ACT (FMLA & CFRA)**  
12 weeks unpaid leave in a 12 month period (must supplement with paid leave if available)

## MISCELLANEOUS

- **UNIFORM ALLOWANCE**  
Varies with assignment  
1.5 pairs safety shoes/year; Safety glasses
- **BILINGUAL BONUS**  
\$100.00/month
- **TUITION REIMBURSEMENT**  
70% up to \$2,000/fiscal year per terms in MOU
- **WORK SCHEDULE**  
Flexible based on assignment & department needs

THIS IS PROVIDED AS A SUMMARY OF BENEFITS AND DOES NOT CONFER ANY RIGHTS UPON ANY EMPLOYEE. PLEASE REFER TO THE APPROPRIATE MEMORANDUM OF UNDERSTANDING FOR A MORE DETAILED DISCUSSION OF THESE BENEFITS.